KIMSEY, HERMAN

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News MR. HERMAN E. KIMSEY Commence Washington, D.C.

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Japanese - slight

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1941-43-Military Service

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'44-'48-U.S. Forest Service, Camp Administrator

'48-'51-Military Service

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Appt. - 23 Mar 1953-Tech Projects Off, GS-9 Reassign-13 Sept 1953, Technologist, TSS/GARD, GS-9 Promot-9 May 1954-Technologist, TSS/GARD, GS-II Reass-27 Feb 1955-IO Tech Aids, TSS/GARD, GS-II Promot-19 Jun 1955-10 Tech Aids, TSS/GARD, GS-12

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JOSEPH F. MARZEN Acting Chief, TSS/GARD 15 P. C. C. T. N. C. 17 S. A. CHARLES J. RYAN

AC/TSS/AUTH

LEE ATTACHED MEMORANDUN

G-3467 10 January 1956

MEMORANDUM FOR:

Chief, TSS Administrative Staff

SUBJECT

Request for Promotion - Herman E, Kimsey

1. It is requested that Herman E. Kimsey be promoted from GS-12 to GS-13. Mr. Kimsey has been in grade for over 18 months. Mr. Kimsey has been Chief of the A&R Section of GARD for over 22 months. During this time he has exhibited ability in conducting and managing the activities of his branch. Mr. Kimsey is a Questioned Documents Analyst and is well-fitted to perform the duties required of the A&R Branch.

2. It is recommended that Mr. Kimsey be promoted to GS-13.

JOSEPH F. MARZEN Acting Chief, ISS/GARD

Distribution:

Addressee -

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PERSONNEL DATA SHEET

NAME: KIMSEY, Herman F.

AGE: 39 years

27 May 1955

STATION Westin ten, D.C. AND DUTIES: 10 Tech Aids

DD/P UNIT:

PRIMARY CAREER DESIGNATION: TSS

PRESENT GRADE: GG-11 PROPOSED GRADE: 75-12

PRESENT T/O SLOT NUMBER AND GRADE:

EY 92

CIA TRAINING:

PROPOSED T/O SLOT

NUMBER AND GRADE:

GS-12

EDUCATION: Two years college - no degree

LANGUAGE PROFICIENCY:

Japanese - slight

ASSESSED:

DATE:

TYPE OF POSITION:

RESULTS:

EXPERIENCE PRIOR TO CIA (excluding SEU-036):

ibl - '43 - Military Service

'th - 'h5 - Mc Cloud River Lbr. Co., Brakeman, 21.10 p/h

146 - 148 - U.S. Forest Service, Carp Administrator

118 - 151 - Military Service

SUMMARY OF CIA-SEU-OSS ASSIGNMENTS INCLUDING PREVIOUS GRADES AND DATES:

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RECOMMENDED BY:

CHARLIS YECH, JR. Chief, TSS/GARB

CONCURRENCES:

RECOMMENDATION OF CAREER SERVICE BOARD: Mr. Kimsey has been acting thref of the Analysis and Research Branch of G. W. for over 12 months and during this time has exhibited shility in conducting and direction the activities of this Prench. Er. Kinsey is a professional document analyst and is very well fitted to retribute duties abhuried of the Analysis and Research Pranch, tota in its connections as Quality Con rol for GARD document production and as Landwriting Typewriter and Falsification analyst. Request that in the foregoing, Tr. Kimsey be promoted to CC-12-14-17-

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Subject continues to perform his duties as Supervisor of Inductive complex A&R activities in a competent manner. His knowledge of the identical aspects of his Sections many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

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Herman Edward Kimsey Attachment I

1962 to Frecent - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presentedme with one of the largest individual Monetary Suggestion Awards ever given by that Agency.

Questioned Document Analyst - (Continued)

b. Participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TDY consulting and advisory work.

Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from the customers and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefits to Agency technical services to intelligence efforts.

III QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1397.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to GS-14, 1958.

I. DUTTE AND RESPONSIBILITIES

The analysis and Research Section is responsible for advisory, developmental and service work in the field of Grestioned Document Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into handwriting and document evaluation or authentication.

The Section Chief directs the assignments of projects, studies developments in scientific fields supporting authentication work, advises Agency officials on the current and long range capabilities in authentication or evaluation of documents and prepares recommendations for direction of the program.

Specifically:

- 1. The Section Chief, under the policy direction of Staff Chief, and administratively reporting to Branch Chief, provides administrative and technical supervision to Questioned Document Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis of documents and contents, establishes priorities for use of Section Personnel and suggests available external facilities for analysis or research.
- 2. Studies developments in Analysis and evaluation of documents and their contents as done by other Federal Agencies (FZI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Questioned Document Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of paper and writing materials.
- 3. Vakes review of recommendations of Document Analysts, Consultants, and Contract Employees engaged in analytical and projective studies, determines courses of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations on the contents, validity, possible origination and processing of documents subject to study.
- 4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving documents and other physical items, makes periodic evaluations of case history records and provides other technical documentation service as may be required.

(Continued on Page 2)

1946 to 1953 - Worked as a Special Agent (MOG-1301) in the Army's Counter Intelligence Corp in the grade of Master Sargeant. My duties consisted of investigating crimes of security nature; member of a embat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Inderstory (CIC), Far East Command. Puring this period, I co-authored two text books for the CIC school and revrete one other. Further, I experienced over 2,000 lecture hours as an instructor in the basic CIC school and lived and worked three years in two foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

19/1 to 19/3 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lumber Industry, California

Additional Information upon request.

Herezia Miward Kimsey SMO Massachusetts Avenue, N. W. Washington 16, D. C. 20016 Telephone Filleral 8-6400

RESUME

I Personal Married - No Children

II Education

- a Granar School Oregon & California
- b Junior High School Oregon & California
- c High School Oregon & California
- d College Level GED (USAFI) 1948

III Special School and Training Courses

- a U. S. Forest Service School for Fire Control and Prevention, Shasta National Forest, California; 1939 and again in 1940.
- b U. S. Army Chemical Warfare School for instructors, Camp Claiborne, Louisiana, 1942
- c U. S. Forest Cervice School for Fire Control & Prevention, Shasta National Forest, California, 1946.
- d U. S. Forest School for Timber Disease Control (Elister Rust), Klamath Rational Porest, California, 1946
- e U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
- f Instructor Guidance Course, U. S. CIC School, Port Holabird, Maryland, 1947 and again in 1952.

IV Empirical Background

1962 to Present - Associated as a technical community with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,415. As Chief of a small branch of kimly specialized analysts, I exercised a wide variety of talents and was respecible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation. on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards over given by that Agency.

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SEE INSTRUCTION SHEET

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ATTACH SUPPLEMENTAL SHEETS OR FORMS HERE • ANSWER ALL QUESTIONS CORRECTLY AND FULLY

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- 4. 15 April 1945 1 October 1946 Camp Superintendent 100 employees, laborers \$2694 per annum \$3021 per annum SP-7 Yreka, California U. S. Forest Service U. S. Forest Service, Yreka, California Art London, & USFS, Ykreka, California Enlist in Counter Intelligence Corps, U. S. Army Supervised 100-man forest camp for the purpose of controlling timber disease.
- 5. 5 November 1943 15 April 1945 Laborer None \$0.90 per hour \$1.10 per hour Unknown McCloud, California Lumber, McCloud River Lumber Company, McCloud, California- James Herbert, McCloud, Calif. Return to the United States Forest Service. Operated lumber carrier and brakeman on small diesel locomotive.
- 6. 19 May 1941 to 5 November 1943 Sergeant MOS 631 up to 14 Intelligence Analysts Intelligence NCO Combat Intelligence \$21.00 per month Sergeant Continental Limits of United States U. S. Army \$75.00 per month Supervisor - Unknown

U. S. Army

Honorable Discharge

Supervised S-2 Section in Brigade HQ for the purpose of collection and evaluation of information on the subject of enemy military operations.

- 7. 1 May 1939 to 10 May 1941 Forest Guard | None \$100 per month Unknown McCloud, California U. S. Forest Service ...United States Forest Service Farl Sullaway, McCloud, California McCloud, California Enlisted in the U. S. Army under draft requirement but not yet called for service. Prevention and Suppression of forest fires.
- 8. January 1935 to May 1939 Laborer Laborer in lumber : oil industry.

Herman Edward Kimsey 3700 Massachusetts Avenue, N. W. Washington 16, D. C. 20016 Telephone FEderal 8-6900

RECUME

I Personal
Age 46 - Married - No Children

II Education

a - Grammar School - Oregon & California

h - Junior High School - Oregon & California

c - High School - Oregon & California

d - College Level GED (USAFI) 1948

III Special School and Training Courses

a - U. S. Forest Service School for Fire Control and Prevention, Chasta National Forest, California; 1937 and again in 1940.

b - U. S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942

c - U. S. Forest Service School for Fire Control & Prevention, Shasta National Forest, California, 1986.

d - U. S. Forest School for Timber Disease Control (Blister Rust), Klamath Hational Forest, California, 1946

e - U. S. Army Counter Intelligence Corp School for Special Agents, Fort Holadira, Maryland, 1946 and 1947.

f - Instructor Guidance Course, U. S. CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

IV Empirical Background

1962 to Present - Associated as a technical consultant with Security Associates, Inc., Washington, D. C., specializing in commercial and industrial security.

1953 to 1962 - Intelligence with U. S. Government, Central Intelligence Agency, GS-13, \$11,515. As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for the following: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; adviced and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous others engaged in police and intelligence work. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever gives by that Agency.

1966 to 1953 - Werked as a Special Agent (ASS-1301) in the Army's Counter Intelligence Corp in the grade of Master Savgeant. My duties consisted of investigating crimes of security nature; member of a combat CIC team in Korea; two assignments as an instructor at the basic CIC School; enlisted Chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. During this period, I co-authored two text books for the CIC school and rewrote one other. Further, I experienced over 2,000 Lecture hours as an instructor in the basic CIC school and lived and worked three years in two foreign countries.

1945 to 1946 - Held the position of Camp Superintendent of a 100 man forest camp engaged in timber disease control, U. S. Forest Service, California.

1941 to 1943 - Military Service, U. S. Army, Intelligence NCO, MOS 631, Combat Intelligence.

1939 to 1940 - Forest Guard, U. S. Forest Service, California

1935 to 1939 - Lamber Industry, California

Additional Information upon request.

I. DUTIES AND RESPONSIBILITIES

The analysis and Research Section is responsible for advisory, developmental and service work in the field of Questioned Document Analysis in support of overt and covert activities of the Agency. This includes technical testing and research into handwriting and document evaluation or authentication.

The Section Chief directs the assignments of projects, studies developments in scientific fields supporting authentication work, advises Agency officials on the current and long range capabilities in authentication or evaluation of documents and prepares recommendations for direction of the program.

Specifically:

- 1. The Section Chief, under the policy direction of Staff Chief, and administratively reporting to Eranch Chief, provides administrative and technical supervision to Questioned Document Analysts in the Section and continually insures that their technical competence is maintained. The Section Chief reviews requests for analysis of documents and contents, establishes priorities for use of Certion Personnel and suggests available external facilities for analysis or research.
- 2. Studies developments in Analysis and evaluation of documents and their contents as done by other Federal Agencies (FEI, Post Office, Treasury, Insurance Corporations, Private Practitioners in the Questioned Document Analysis field and Clinical Psychologists. Initiated inter-agency collaboration on use of technical facilities and indices of characteristics of paper and writing materials.
- 3. Makes review of recommendations of Document Analysts, Consultants, and Contract Employees engaged in analytical and projective studies, determines courses of action for additional research, confers with case officers and program leaders on the availability of additional data, time limits, operational potentials, etc., to develop additional facts of problems to be employed or to make final recommendations on the contents, validity, possible origination and processing of documents subject
- 4. a. As advisor and consultant to major component program officials, provides authoritative material on the potential of identification involving documents and other physical items, makes periodic evaluations of case history records and provides other technical documentation corvice as may be required.

(Continued on Page 2)

h. 15 April 1945 - 1 October 1946 Camp Superintendent 100 employees, laborers \$2694 per annum \$3021 per annum SP-7 Yreka, California U. S. Forest Service U. S. Forest Service, Yreka, California Art London, \$ USFS, Ykreka, California Enlist in Counter Intelligence Corps, U. S. Army Supervised 100-man forest camp for the purpose of controlling timber disease.

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Enlisted in the U. S. Army under draft requirement but not yet called for service. Prevention and Suppression of forest fires.

8. January 1935 to May 1939 Laborer Laborer in lumber cil industry.

Questioned Document Analyst (Continued)

b. Participated in establishing document analysis facilities in foreign governments and present plans call for continuation of this TM consulting and advisory

Per request from Training, periodically briefs Foreign Intelligence Services and Agency personnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II SUPERVISION RECEIVED:

The Section Chief receives technical requests directly from the customers and advises them and the branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative matters. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on services to intelligence efforts.

III QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the G3-1377.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to G3-14, 1958.

ATTACH SUPPLEMENTAL SHEETS OR FORMS HERE . ANSWER ALL QUESTIONS CORRECTLY AND FULLY

20. SPICIAL QUALIFICATIONS AND SKILLS A. Kind of Lucyse of Cetificate (Lor example, pilot, teacher, ergetered warse, lawyer, railer operator, C.P.A., etc.) B. State or other licensing authority C. Year of hert becase D. Vest of latest lior cettilicate Figure

E. Special skills you provers and machines and equipment you can use. The example, short unce radio, multitub, comprancies, her punch, twent lathe, transcribing machine, manippe or professional desires.

[7] Annaly Annaly Medical December 1999. F. Approximate number of words per minute: Industrial machinery (lumber) including Diesel Locomotive Morthand (smull); Forenois laboratory equipment (questioned doen-ment); Identi-Rit Con.; Tech. intelligence Equipment. Special quality around independent of application. The complete professional districtions and administrative research, one pattern to the distriction of the manufacture publication of the complete profession and administrative and publication operation membership in professional manufacture and publication operation of the Identification and described in the Professional Surgeosted and directed development of the Identification and few of Tall Over 200 lecture hours at CIC School; Co-author of CIC Fanual and rewrote 2 others; wrote 3 articles and 1 technical book review for "Studies in Intelligence". 21. IDUCATION A. Place "X" in column indicating highest grade completed It. If you graduated from high school, give date C. Piame and location of last high school attended 2 3 4 5 6 7 8 2 10 11 LE USAFT McCloud High School X 1935 (GED-19'17) McCloud, Callfornia Years (completed Credit bours D. Name and location of college or university Degree from To Bemester Quarter Day Sight Long E. Chief undergraduste college subjects Senicoter Honors Credit Quarter Hours Credit P. Chief graduate college subjects G. State major field of study at highest level of college work College Level GED (UCAFI) 1948 16. Other whosh or training for example, hade, madisand, trand Form, or business. Give for each the name and focation of school, dutes attended, subject studied, criminate, and any other perment data.

Chemical Warfare Sch., 103rd Inf. Div. School - Camp Claiborne, In., 1 June 19h3
Counter Intelligence Corps Basic Course, Fort Holabird, Mt., 28 May 1947; Instructors Guidance Courses, Ft. Molabird, Maryland, 26 Contember 1947 and again 17 April 1952. 22 TORGIGN TRAVEL 23. FORFIGN LANGUAGES Have you lived or traveled in any transgit Loter toreign language and indi-cate cont. knowledge of each by placing "X" in proper column. Reading Understanding No If "Yes," give in them 30 manes of countries, dates and learth of time up at terr and reason or purpose (militars steems, business, education, or taxation). . None 24 REJERENCES List three persons living in the United States or territories of the United States who sig NOT RELATED TO YOU AND WHO HAVE DEFINITE ANOWICECO. of your qualifications and firness for the position for which you are applying. The non-repeat names of supervisors listed under frem to TULL NAME PRESENT BUSINESS-OR HOME ADDRESS
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Palls Church, Virgin

14-00000

Herman Edward Kimsey 3700 Massachusetts Ave., N.W. Washington, D.C. 20016 Telephone: FEderal 8-6400

FERSONAL

Ago: 46 Marital Status: Married, no children

EDUCATION

Grammar School - Oregon and California Junior High School - Oregon and California High School - Oregon and California College Level GED (USAFI) 1948 Special Schools and Training Courses:

- 1. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California; 1939 and again in 1940.
- 2. U.S. Army Chemical Warfare School for Instructors, Camp Claiborne, Louisiana, 1942.
- 3. U.S. Forest Service School for Fire Control and Prevention, Shasta, National Forest, California, 1965.
- 4. U.S. Forest School for Timber Disease Control(Blister Rust) Klamath National Forest, California, 1946.
- 5. U.S. Army Counter Intelligence Corp School for Special Agents, Fort Holabird, Maryland, 1946 and 1947.
- 6. Instructor Guidance Course, U.S. Army CIC School, Fort Holabird, Maryland, 1947 and again in 1952.

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From 1953 to 1962, I was an Intelligence Officer with the U. S. Government, Central Intelligence Agency (Annual Salary \$11,415, GS-13). As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for: the direction and administration of the branch operations; determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with Senior Staff components of CIA; delivered numerous technical briefings to both U.S. and foreign police and intelligence services; initiated and maintained liaison with other U.S. Government components; activated and directed research projects carried out by private organizations such as universities, private consultants, and private research corporations. During the above period, I trained and briefed numerous other agencies engaged in police and intelligence.

I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that

From 1946 to 1953, I worked as a Special Agent (MOS-1301) in the Army's Counter Intelligence Corp in the grade of Master/Sorgeant. My duties consisted of investigating crimes of security nature; member of a combat clic team in Korea; two assignments as an instructor at the basic CIC School; chief of the Technical Laboratory at the CIC Center, and enlisted Chief of Special Projects Technical Laboratory (CIC), Far East Command. During this period, I co-authored two textbooks for the CIC School and rewrote one other. Further, I experienced over 2,000 lecture hours as an two foreign countries.

1945-1946 I held the position of Camp Superintendent of a 100-man forest camp engaged in timber disease control, U.S. Forest Service, California. 1941-1943 Military Service, U.S. Army, Intelligence NCO, HOS 631, Combat 1939-1940 Forest Service, U.S. Army, Intelligence NCO, HOS 631, Combat

1939-1940 Forest Guard, U.S. Forest Service, California 1935-1939 Lumber Industry, California Additional information upon request

Herman Edward Elmsey 37 · Hassrchusetts Ave., H. W. Washington 16, D. C. (29016) Tolephon: Federal 6-6400

RESIDE

- Personal -
 - Age 46 Harried No Children.
- Education
 - a Grammar Select Oregon & California.
 - b Junior High School Oregon & California.
 - c High School Oregon & California.
 - d College Level CED (USAFI) 1948.
- III Special Schools and Training Courses
 - a U. S. Porest Service School for Fire Control and Prevention, Shasta, National Forest, California: 1939 and again in 1940.
 - b U. S. Army Chemical Marfare School for Instructors, Comp Claiborne, Louisiana, 1942.
 - c U. S. Forest Service School for Fire Control & Prevention, Shasta, National Porest California, 1945.
 - d U. S. Porest School for Timber Disease Control (Blister Rust) Klamath National Forest, California, 1946.
 - e U. S. Army Counter Intelligence Corp School for Special Agents, Port Holabird, Maryland, 1946 and 1947.
 - f Instructor Guidance Course, U. S. Army CIC School, Fort Holabird, Maryland - 1947 and again in 1952.

Empirical Background -

From 1962 to present, I have been associated, as a technical consultant, with Security Associates, Inc., Washington, D. C. specializing in commercial and industrial security.

Prop 1953 to 1962, I was an Intelligence Officer with U. S. Covernment, Central Intelligence Agency (Annual Salary - \$11,415 - 03-13). As Chief of a small branch of highly specialized analysts, I exercised a wide variety of talents and was responsible for: the direction and administration of the branch operations, determined the course of action for further research effort within the branch; monitored and supervised a program of special personnel assessment; evaluated technical analyses and their relationship to specific cases; advised and consulted with members of Senior Staff components of CIA; delivered numerous technical briefings to both U. S. and foreign police and intelligence services; initiated and maintained liaison with other U. S. Government components; activated and directed research projects carried out by private organizations such as Universities, private consultants, and private research corporations. During the above period, I trained and briofed the police and intelligence agencies of more than 50 foreign countries and actually traveled and worked in 6 toreign countries. I also initiated and developed four technical systems currently in operation on a world-wide basis within CIA and wrote numerous articles for an intelligence periodical. In January 1962, CIA presented me with one of the largest individual Monetary Suggestion Awards ever given by that agency.

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1945-1946 I hold the position of Camp Superintendent of a 100-man forest camp engaged in thaber disease control, U. S. Porest Service, California. 1981-1983 Hillitary Service, U. S. Army, Intelligence RCO, NOS 631, Combat

Intelligence.

1939-1940 Forest Guard, U. S. Porest Service, California. 1935-1939 Le - r Industry, California.

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favortioned Document Analyst - (1-13 (Section Chief) - page 2.

b. Section Chief participated in catablishing document analysis facilities in foreign governments and present plans call for continuation of this TDY occupating and advisory work.

periodically briefs Porcien Intell. Services and Agency porsonnel. These briefings cover general capabilities of the Section and are intended to inform the student of the question document problem.

II. SUPPRIVISION BECUTOD:

The Section Chief receives technical requests directly from customers and advises them and the Branch Chief on the technical problems, personnel, and other requirements for making determinations. Staff and Branch Chiefs establish guides on administrative mattern. Review of accomplishments can only be made in the light of the customers application of evaluation results. Decisions required as a result of Section work are usually "Eyes Only" for customers application in offices of Senior Staffs of the major components in the Agency. The recommendations for participation in setting technical standards for mechanical and personnel identification methods or in financing such activity would be evaluated on the basis of the incumbent's evaluation of potential benefit to Agency technical services to intelligence effects.

III. QUALIFICATIONS REQUIRED:

Qualifications for this position will be written in the preliminary Qualification Standards developed for the GS-1377.01, Document Analyst title, upgraded by Civil Service Commission Hearing, to CO-14, 1959.

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work. Give recommendations t	for his training. Describe, if appropriate, his	n suggestions, add to employee for improvement of his potential for development and for assuming greater to- HS B, C, and D to provide the best basis for determining
Mr. Kimse	y possesses a wealth of know!	edge in his technical field which, wi
skillfully and tactfe	ally utilized, helps to increas	e the productive capability of his
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This thorou	gh knowledge of A&R activitie	es enables him to present his oral
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		Duty #1 from a "4" to a "3". The
basis for the lower	rating in this category warra	nts the following explanation. There
have been numerou	a and reoccuring complaints i	rom personnel under his supervision
that he does not dis	play a complete respect for t	heir professional capabilities. This
Mr. Marzen, Chief	, TSD/GARB, has discussed	the personnel under his supervision all areas of weaknesses with the work aspects of this section of
TSD/GARB.	at now they affect the overall	work aspects of this section of
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SECTION F	CERTIFICATION AND COM	MENTS
l <u>. </u>	BY EMPLOYEE	
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7 March 1962	SIGNATURE OF EMPLOYER	
1	BY SUPERVISOR	·
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58		
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KMPLOYKE UNDER ME SUPE		BEPORT MADE NITHIN LAST 30 DATS
OTHER (Specify):		
ATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PHINTED NAME AND SIGNATURE
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7 March 1962	DC/TSD/GARB	
	BY REVIEWING OFFICIA	L
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in March	1962 as Mr. Kimsey was in the	a was not forwarded
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SECTION E NARRATIVE DESCRIPTION OF MANNER OF JOB PERFORMANCE

Stress strengths and weaknesses demonstrated in current position. Indicate suggestions made to help the page improvement of his work. Give recommendations for his training. Describe, if appropriate, his potential for development and for helicity prester responsibilities. Amplify or explain, if appropriate, ratings given in SECTIONS B, C, and D to provide the best basis for determining training actions.

Subject continues to perform his duties as Supervisor of charrians, complex A&R activities in a competent manner. His knowledge of the technical aspects of his Sections many functions help to insure a continuation of work flow and his ability to absorb and retain technical data related to his field of endeavor serves as an aid in the presentations of his numerous oral briefings.

One apparent weakness, which he continues to retain, is in his work relations with technical personnel; he has a tendency to drift from main topic under discussion to unrelated subjects, which, while they may be informative, decreases not only the Subject's productive capability, but, also that of the technical personnel.

SECTION F	CERTIFICATION AND CO	MMENTS
1.	BY EMPLOYEE	
	certify that I have seen Sections A. B. C	. D and E of this Report
DATE	SIGNATURE OF EMPLOYEE	, and the same of
31 January 1961		Al & Simsely
2.	BY SUPERVISOR	- A so destrucy
MONTHS EMPLOYEE HAS BEEN UNDER MY SUPERVISION	IP THIS REPORT HAS NOT BEEN SHOWN T	DEMPLOYEE, GIVE EXPLANATION
46		
	IF REPORT IS NOT BEING MADE AT THIS T	ME, GIVE REASON.
EMPLOYER UNDER MY SUPE	RVISION LESS THAN 80 DAYS	REPORT MADE WITHIN LAST NO DAYS
OTHER'(Specify):		
DATE	OFFICIAL TITLE OF SUPERVISOR	TYPED OPPRINTED NAME AND SIGNATURE
31 January 1961	DC/TSD/GARB/	
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ATE	OPPICIAL TITLE OF REVIEWING OFFICIAL	TYPED OF PRINTED MANE AND SIGNATURE
31 January 1961	Chief, TSD/GARB	JOSEPH F. MARZEN
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31 January 196		Jan 19			 -,								•	
SECTION B						CE OF SP	ECIFIC	DUTII	FS					
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SECTION F	CERTIFICATION AND	COMMENTS
1.	BY EMPLOY	
	certify that I have seen Sections A.	B. C. D and E of this Report
1	SIGNATURE OF EMPLOYEE	116
27 January 1960		-11.6. Semser
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FUTNESS REPORT (Part I) PERFORMANCE	
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nate where he stands with you. Completion of the report can help you prepare for a discussion with him strengths and meabhreases. It is also premies the report can help you prepare for a discussion with him	h lo
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1. A GOOD REPORTER OF EVENTS.							\times	[
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40. WORKS WILL UNDER PRISSURE.			·	,					×		
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44. HIS CHITICISM IS CONSTRUCTIVE.			. !			[
47. ABLE TO INFLUENCE CINENS.		===-	==- :=-							-	
48. FACILITATES SUCOTH OPERATION OF HIS OFFICE.											
49. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.										!	<u> </u>
50. A GOOD SUPERVISOR.			l								
			SECTION								

. BHAT ARE HIS OUTSTANDING STRENGTHST

Broad knowledge of technical aspects of intelligence and counter-intelligence work, particularly in the authentication field.

B. BHAT ARE HIS GUTSTANDING MEARIESSEST

Excessive enthusiasm in his own field which causes him to "overtalk" occassionally; at times this results in an unconscious reaction by his hearers to give information he is passing on a lower professional evaluation than is justified.

SECRET

	n tribes for
C. INDICATE IF YOU THINK THAT ANY TINGET STRENGTH OR I	DEFICE OF BERSONALL
See "A" above.	
D. UO TOU TELL THAT HE BEQUIRES CLOSE SUFERNISTONS	X 1 Dev 9 7 2 12 PH '55
field available. Training in management personnel situation/work load permits	nent profession; no formal training in this it and/or broad operational administration w
6. Old a Compats (Indicate here general traits, specificoport but which have a bearing an effective utilization.)	lic habits or characteristics not covered elecuhere in the attion of this person):
	TION VI
Read all descriptions before enting. Place "X" DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	in the most appropriate bus under subsections A.B.C.aD C. DIRECTIONS: Based upon what he has said, his actions and any other indications, five your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES APEQUATELY: HE IS INCOMPETENT. 2. BARELY ADIQUATE IN PERFORMANCE: ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OPTEN FALLS TO CARRY OUT RESPONSIBILITIES COMPETENTLY.	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY AT THE FIR OPPORTUNETY. 2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY AS A TEMPORARY STOP UNTIL HE CAN GET BOMETHING
3. PERFORMS MOST OF HIS DUTIES ACCIPTABLY, OCCA- SIDNALLY HEVIAL'S SOME AREA OF MEAKESS. 4. PERFORMS DUTIES IN A TYPICALLY COMPLETENT, EFFICTIVE MANNER. 5. A FIRST PERFORMANCE: CARRIES OUT MANY OF HIS HESPONSIBILITIES EXCEPTIONALLY MANY OF HIS MESPONSIBILITIES EXCEPTIONALLY MELL. 6. PERFORMS HIS DUTIES IN. SUCH AN OUTSTANDING MANNER THAT HE IS IDUALLED BY FEW OTHER PUB- SOMS FROMN TO THE RATER. 5. THIS INDIVIDUAL DITTER QUALIFIED FOR WORK IN SOME THER AREA! NO	DETTIR. 3. TINDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ACCINCY, BOTHERED BY MINOR PROPERTIES. WILL COLT IF THESE CONTINUE. 4. HIS ATTITUDE TOWARD THE AGENCY IN INDIFFERENT HAS "ANI AND BEE" ATTITUDE, WOULD LEAVE SOMEONE TO HAVE FAVORABLE ATTITUDE, TOWARD AGENCY WARES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ACENCY THINKS IN TERMS OF A CARLER IN THE AGENCY THINKS IN TERMS OF A CARLER IN THE AGENCY
	AGENCY., BARRING AN UNEXPECTED OUTSIDE OPPOR. TUNITY, BILL PROBABLY ENDIAGOR TO MAKE A CASEER IN THE AGENCY. T. HAS AN ENTHUSIASTIC ATTITUDE TOBARD THE AGENCY SILL PROBABLY NEVER CONSIDER BORKING ANY PLACE BUT IN THE AGENCY.
DIRECTIONS: Considering others of this person's grade and type of assignment, how sould you rate him on potentiality for assumption of greater responsibili- ties normally indicated by promotion.	O. Platerious: Consider everything you have shout this person is making your reting. skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.
1. HAS REACHED THE HIGHEST GRADE LEVEL AT SHICH SATISFACTORY PERFORMANCE CAN BE EXPECTED. 2. IS MARING PROCRESS. BUT NEEDS MORE TIME IN PRISENT GRADE DEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.	I. OFFINITELY UNSUITABLE. HE SHOULD BE SEPARATED 2. OF COURTED SUITABLETY. WOULD NOT HAVE ACCEPTED HIM IF I HAD RHOWN MIRT I RIOW NOW. 1. A BARSLY ACCEPTABLE EMPLOYEE. DEFINITELY BELOW
3- 15 READY TO TAKE ON RESPONSIBILITIES OF THE MEAT HIGHER CRACE. BUT MAY NEED TRAINING IN SOME AREAS. 4- WILL PHORADLY ADJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE.	AVERAGE BUT BITH NO BEARMESSES SUFFICIENTLY OUTSTANDING TO WARRANT HIS SEPARATION. 4. A TYPICAL IMPLOYEE, HE DISPLAYS THE SAME SUITABLITY AS MOST OF THE PEOPLE I XNOW IN THE ACENTY.
5. IS ALBEADY PERFORMING AT THE LEVEL OF THE REST HIGHER GRADE. A. AN EXCEPTIONAL PERSON BHO IS ONE OF THE FEB BHO SHOULD BE CONSIDERED FOR RAPID ADVANCE. MENT.	S. A FINE EMPLOYEE - HAS SOME OUTSTANDING STRENGTHS. S. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE AGENCY. 7. FACELLED BY ONLY A FIRE IN SUITABILITY FOR BOREIN THE AGENCY.

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TO THE SUPERVISOR: Read the entire form directs and respect the mix of the individual nesses, and unitherable effectiveness as a your supervision for less than 35 dees, to is accurate and adjuster. Frimary responsion the period this andividual has been unities by frequent discussions of his mark.	idual, you have pre- evented by his day- ou will collabores- whility rests wets ider your supervise so that in a sener	iary reaponashststy Hordey activities, Parth his previous Etch guzrent'super On, you have disch	for "valual If this i Supervisors visor, It i Pided your s	ling his atrengthe, wenk- ndividual has been under to make sure the report is assumed that, through- supervisory responsibili-
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OF HIS OFFICE. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.]				تمر				
O. A GOOD SUPERVISOR.						X						
<u> </u>			SECTION	٧								
WAT ARE HIS OUTSTANDING STRING: Very broad knowledge of and devotion to type of w	f techni			п inte	lligence	op.	erat	ions	; ent	hus	iasm	3
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. WHAT ARE HIS OUTSTANDING BEARNES												

C. INDICATE IF THE THINK THAT AND CARE A COLUMN	en Tritteit (m)
C. INDICATE IF YOU THINK THAT ANY SINGE STRENGTH OF	BLAPRICE CONTRETEGIS ALL OTHER CONSIDERATIONS:
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D. GO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION	X 10 11 15 15 15 15 15 15 16 16 16 16 16 16 16 16 16 16 16 16 16
No	•
E. BHAT TRAINING DO YOU RECOUNEND FOR THIS INDIVIDUAL	1
None at present	
None at present.	
1. Other country (Indicate here general traits, aneci	lic habits or characteristics not covered elsewhere in the
teport but which have a bearing on effective utilis	alium of this person):
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SEC	CTION VI
Read all descriptions before rating. Place "X"	in the most appropriate bus under subsections A.B.C.AD
person has performed the duties of his job and rate him accordingly.	and any other indications, give your opinion of this person's attitude toward the agency.
1. DOES NOT PERFORM DUTIES ADEQUATELY: HE IS	•
INCOMPETENT.	1. HAS AN ANTAGONISTIC ATTITUDE TOWARD THE AGENCY.
2. BARELY, ADEQUATE IN PERFORMANCE! ALTHOUGH HE	OPPORTUNITY.
HAS MAD SPECIFIC GUIDANCE OR TRAINING. HE OFTER FAILS TO CARRY OUT RESPONSIBILITIES	2. HAS STRONG NEGATIVE ATTITUDE TOWARD AGENCY
COMPLIANT, Y	IRRED BY RESTRICTIONS REGARDS AGENCY AS A
3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY, OCCA-	TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER.
SIGNALLY PEVEALS SOME AREA OF BEANESS. 4. PERFORMS OUTIES IN A TYPICALLY COMPETENT.	3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD
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6. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MAINER THAT HE IS EQUALLED BY FEW OTHER PER-	SOMEONE OFFERED HIM SOMETHING BETTEN.
PURS FROME TO THE GATER.	5. TENOS TO HAVE FAVORABLE ATTITUDE TOWARD AGENCYMAYES ALLOWANCES FOR PESTRICTIONS IMPOSED BY
THE AREAT TO THE THE CHALIFIED FOR BORN IN SOME	WORKING FOR AGENCY. THINKS IN TERMS OF A CA.
THER AREA? X 40 TYES, BHATP	REER IN THE AGENCY.
•	6. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE AGENCY. BARRING AN UNEXPECTED OUTSIDE OPPOR-
	TUNITY. WILL PROBABLY ENDEAVOR TO MAKE A
· ·	CAREER IN THE AGENCY.
	T. HAS AN ENTHUSIASTIC ATTITUDE TORARD THE AGENCY WILL PROBABLY NEVER CONSIDER BORKING ANY.
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DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on	
POTENTIALITY TOE BESUMDITION OF ICANIAN ASSESSED IN THE	
ties normally indicated by promotion.	conduct on the job, personal characteristics on
	habits, and special defects or talents.
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PRESENT SHADE BEFORE PROMOTICE TO A NIGHER	2. OF DOUBTFUL SUITABILITY. BOULD NOT HAVE AC. CEPTED HIM IF I HAD KNOWN WHAT I KNOW NOW,
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MEXT HIGHER GRACE, BUT MAY NEED TRAINING IN	TYLMAGE BUT WITH NO WEARNESSED SUSEINEED IN
JOAL WEEZ'	OUTSTANDING TO WARRANT HIS SEPARATION. 4. A TYPICAL EMPLOYEE. HE DISPLAYS THE SAME SUITA.
4. WILL PROBABLY ADJUST QUICKLY TO THE MORE	BILITY AS MOST OF THE PEOPLE I KNOW IN THE
RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. S. IS ALBEACY PERFORMING AT THE LEVEL OF THE NEXT	AGENCY.
MIGHER GRADE.	5. A FINE EMPLOYEE . HAS SOME OUTSTANDING .
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MENT.	REQUIREMENTS OF THE AGENCY.
···· • · · · · · · · · · · · · · · · ·	7. EXCELLED BY ONLY A FEW IN SUITABLETY FOR MORA
	IN THE AGENCY.
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SECRET. SECURITY INFORMATION

	#ERSONNEL EVA	ALUATION REPORT	A.E.
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Items 7 through 12 mill	be completed by the person eval		
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13. ON MHAT ASPECT OF PERSONNANCE SHOULD THIS SESSON CONCENTENTS STRONG FOR SO IN INCIDENTS
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W. COMMENT ON THIS PERSON'S ADJULTER TO HANDLE GREATER RESPONSIBILITIES WON SO JOR THE EVILUAL.
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Letura to a W. F. C.

SECRET Security Information

Name: Last, First Middle

TO:

All C. I. A. Personnel

FROM:

Personnel Director

SUBJECT:

PERSONNEL QUALIFICATION QUESTIONNAIRE

- 1. The Agency is currently revising the system for machine coding employee qualifications, thereby permitting more complete and accurate a data on all personnel. The new system will aid in implementing Agency policies on promotion from within by facilitating the selection of personnel with desired education and experience for vacancies which may occur. It is also expected that the new system will provide readily accessible statistics for planning and management purposes.
- 2. The attached questionnaire is designed to cover adequately those factors in which the Agency is interested. Although the information is, in a large measure, already reflected in previous forms submitted by you, it is felt that your time within the organization may enable you to emphasize those qualifications pertinent to its needs. The questionnaire also serves to bring your education and qualifications record up to date.
- 3. Your cooperation is requested in completing the questionnaire as thoroughly and accurately as possible and returning it to your Administrative Officer within the time allotted.

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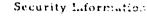
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SECRET Las fion Commissioned Officer	1	www.mitur.lillidance	Cours	4-3	iept -	/.\} -	انرمنا	-47			Ľ.		accor,	ULU DC	Toon	
SECRET Las fion Commissioned Officer	Co	emical Meseuse	_	1.		1			į							
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SEC. II. WORK EXPERIENCE

1. CIA Experience: State the specific nature of duties performed with CIA and CIG, starting with your present position. Take position titles from your official personnel papers, if you have personal copies. Please do not request your Official Personnel Folder. Include geographic area and subject matter dealt with, if applicable. Position Title is your classification title such as Geographer, Intelligence Officer, etc. Duty Title indicates your organization position such as - Section Chief, Branch Chief, Administrative Assistant, etc., and is to be filled in only if different to the Position Title. Approximate dates (month and year) are sufficient. Use a continuation sheet, if necessary, to adequately describe your duties

to your du	
From 23 Nam To Tot. mos.	Description of Duties:
Grada 6	Foreign Rocument Analyst and Technician
Grade GS v Salary 35060,00	
Office GARD/TSS Position	
Title: ====================================	
Duty	Acres Control of the
	Duty Co.
Title: Technical Brojects Office	Duty Station, it overseas:
From To Tot.mos.	Description of Duties:
Grade Salary	
OraceSalary	
Office	
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Title:	Duty Station, if overseas:
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200.11103.	Description of Duties:
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Title:	Duty Station, if overseas:
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SEC. II. WORK EXPERIENCE (CONT'D.)

2. Other than CIA: (Describe work experience for the last 15 years in sufficient detail to permit specific coding of your qualifications. Include military work experience. List last position first.) See Military Work by the rand Sec. XVI

experience. List tast positi	STATE THE PARTY VIEW BUT A LIGHT OF THE ATTENTION OF THE
From May 16 To Oct 16 Tot, mo's 5 Classification Grade (if in Federal	Exact Title of your position Carp Supt.
Service) SP-7 Salary \$3021.00	Description of Duties: Timber disease control,
Number and Class of Employees	finiting forest fires, camp administration(food,
Supervised: 100 laboratiskilled	zav. project records, etc.)
Employer II. B. Forest Service	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Forestry	Duty Station if overseas:
From Apr 1.5 To the Tot. mo's 12 Classification Grade (if in Federal	Exact Title of your position Camp Supt.
Classification Grade (if in Federal	
Service) CPC 7 Salary \$2694.96	Description of Duties: Bazard Reduction project,
Number and Class of Employees	forest fires, camp administration, (food,
Supervised: 35 laborers	ray project records, etc)
Employer H. S. Forest Service	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Forestery	Duty Station if overseas:
From Oct. 44 To Acr. 45 Tot. mo's 7 Classification Grade (if in Federal	Exact Title of your position Brikeman
Service) Salary \$1.10 per hr	Description of Duties: Brakeman on Deisel loco.
Number and Class of Employees	DI GREENLY OF TOLISON
Supervised: none	
EmployerMcCloud River Lbr. Co.	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) [maken	Duty Station if overseas:
From June 14 To Oct 14 Tot. mo's 4 Classification Grade (if in Federal	Exact Title of your position Laborar
Classification Grade (if in Federal	
Service) Salary 590 00 - Lyper	Description of Duties: Working with horses, cattle
Number and Class of Employees	ard emps.
Supervised: none	•
EmployedBrown Shasta Ranch.	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Horse racing and breeding	Duty Station if overseas:
Trompec 13 to June 14 of mo 3 7	Exact Title of your position laborer
Classification Grade(if in Federal	
Service) Salary 390 per hr	Description of Duties: Handle lumber & Operate
Number and Class of Employees	nachines.
Supervised:none	
Employer McCloud River Lbr. Co	
Kind of Business or organization	
(i.e., paper products mfr, public	
utility) Lumber	Duty Station if overseas:

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Sec. II. Far. 2.

From 19 Nov 1011 Wo 5 November 1013 Total Nonths_
Military Corvice From 5 Oct 1940 to 10 May 1941. Total nonths 7. Glassification Made (If in federal Mervice) --- Salary---.75 per hr Mumber and class of employees supervised--- None Employer--- Telloud River Jamber Co. Eind of Business--- Employe Exact Title o" your position---Brakeman Description of Outles -- Brakerum on a diesel locomotive. Duty Station if Overseas---Frond May 1950 Tol Cet 1950 Total Months 5 Class. Grade (if in Federal Service) Mak Salary 170.00 per mo. Mumber and Glass of Employees Supervised 10-20 laborers 11 5 Forest Service Employer

Kind of Business

Exact Title of your Tesition

Description of your dubtes

Fires, enforcement of Forest Laws, & maintainance of Forest & equipt. Suty station it overseas From 1 Get 1939 Tol May 19h0 Total months Class. Grade (If in Federal Cervice) Salary 0.65 per hr. Humber and class of employees supervised Employer _____cCloud River Lumber Company

Mind of Susiness ____Lumber

Exact Title of your position Brakeman

Description of your duties _____Brakeman on diesel locomotive Duty station if overseas From 1 May 1939 TO 1 Oct 1939 Total Months 5
Class. Grade (if in Federal Service) (Af Salary S106.00 per month.
Mumber and class of employees supervised 10-20 laborecs Mind of business Compatible Service Exact title of your position Forest Guard

Pescription of your duties Supression and prevention of Forest fires, enforcement of Forest Laws, A maintainance of Forest & Equipt Duty station if overseas

Sec 3	ĮΤ,	Par	•	2	•
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Duty station if overseas.

From 1 Jan 1939 To 1 Year 1939 Total Months h
Class. Orado (if in Federal Corvice) Salary 0.05 per ha
Humber and class of Employees supervised Hone
Employer Macloud Miver Lupber Company
aind of butiness further
Exact Title of your position Protonen
Description of your duties trakeren on a deisek locorotive
Duty stablen if overseas
From 1 Oct 1938 To 1 Jan 1939 Total Months 3 Unemployed
Frome May 1000 To 1 Cet 1930 Total Months 5 Class. Grade (if in Federal Mervice) Salary 150.00 per mo Number and class of Employees supervised None
Amployer Union 011 Company
numeral pastuose (41
Exact Title of your position Policy tank-truck salesman.
Description of your duties Sale and delivery of oil & massize to stations.
Duty station if overseas
From Feb 1935 To /pril 1938 Total months 38
Class. Grade(if in Federal Carvice) Galary 0.50 per hr
Auriber and class of caployees supervised None
imployer Calloud Miver Jumper Company
(ind of business Dumon
Cook tible of your position Issuesan
Pescription of your duties trakeman on diesel lecomotive.

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SEC. II. WORK EMPERIENCE (CONTID)

3. Special Work Experience: Check	k any o	the fe	llowi	ng orga	nizatio	ns by	which
you may have been employed.							
01 U.S. Secret Service	24		Force				
02 Civil Police (Forest Service)	25			Conomi			
os withtary ronce	40_	E_Coui	nter I	ntellige	nce Co	rps	
04 U.S. Border Patrol	27_			on & N			1
05 U.S. Narcotics Squad	28			Service			
06FBI	29	Fore	eign S	ervice,	State	Dept.	
07 Criminal Investigation Div.	30	[—] Cent	ral In	telliger	ce Gre	oup	•
21 Office of Naval Intelligence	31			rces Se			cv
22 Office of War Information	32	Coor	dinate	or of In	lormat	ion	•
23 Army G-2	33 .			acts &			
20 Office of Strategic Services	34			conomi			
	35	_		mmuni			
SEC. III. FOREIGN LANGUAGES		- ` ` ` ` ` `		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	cation.	, Com	
List below the foreign languages in wh	ich vou	have s	ome d	amnet.	n c o	Be cu	To to
include uncommon modern languages.	Check	(X) vo	ur co	mneten	re and	bow a	contrad
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LANGOAGE	12 4 4		#	wled	2 2	50 E	nts. (Inc.
•	3 5 6	2 3	급기	₹ ₹	2 4	olonged sidence ntact	rents.
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	MZIM	<u>দাব হ</u>	14 F	-1'∺	Native of Country	퍞뜎	S A S
Hapanese	 	 	┦	<i></i>	1	4	
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* If you have checked 'Fluent' for a lang	uage tha	it has	signif	icant di	tterend	e in s	poken
and written form (e.g., Arabic), expla	in your	compe	tence	herein			
		_		•			
**Specialized Language Competence: De	scribe	bility	to do	special	ized la	inguag	e work
involving vocabularies and terminolog							
cations, and military fields. List the l							
	0 0		,	•			
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SEC, IV. AREA KNOWLEDGE

1. List below any foreign countries or regions of which you have knowledge gained as a result of residence, travel or study. Study can mean either academic study, or study of a foreign country resulting from an intelligence, military, commercial or professional work assignment.

Country or Region			Manner in Which Knowledge Was Aquired (check (X) one)				
	Etc.	Husidame	Travel	Study			
Japan	19/2-19/9	<i>७८८ वाष्ट्रम्</i> स्तिष्ठम					
	1950-1950	Y					
	1951-1951	Х					
Zoroa	1950-1961		X (wan)	·			
							

2. Specialized Knowledge of Area

List specalized knowledge of foreign country such as knowledge of terrain, coasts and harbors, utilities, railroads, industries, political parties, etc., gained as a result of study or work assignment. Include name of employer or organization.

	mzacion.	
Country	Type of Knowledge	How and When Gained
	·	
		·
	1	
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SEC. V. TYPING AND STENOGRAPHIC SKILLS (PRESENT UTILIZATION)

	Per Cent of . Time Used	Not Used	WPM (Approximate Proficiency)		er Ass g Skill		
Typing	1.	2.	·	1.	Yes	2.	No
Shorthand	1	2.		1.	Yes	2.	No
Shorthand !	Systom: 1.	Manual 2.	Machine 3. Speedw	riting			

SEC. VI. LICENSES, HOBBIES, SPECIAL QUALIFICATIONS

1. Licenses: List any licenses or certification such as teachers, pilot, marine, etc.	2. Hobbies: List any hobbies such as sailing, skiing, writing, or other special qualifications:
	Horses, swimming archery, boating, photography, and wearons.

SEC. VII. PROFESSIONAL AND ACADEMIC HONORS

_	
	List any professional or academic associations or honorary societies in which
	Voit bold recombined by
	the identification
-	Your stoon, Chio
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SEC. VIII. PUBLICATIONS		
non-fiction pr	ofessional or scien	itific articles,
and interest subjects current events, etc	c; netion; novers,	SHOLL STOLLES, 500,
of any published materials of which you were	author or co-autho	or.
of any published indicates		
Co-suther of 2 text books at the Count	er intelligence Co	rp School
Ca-suther of / text hooks at the control (bac)	rvation and Descrip	tion
	ical Hyddence	
Co-suther of the CIC Investigator. A	handbook for CIC A	cents.
Co-sulhor of the titl Intentification		•
*		,
SEC. IN. INVENTIONS		
Describe any devices you have invented as to	type of work for w	hich intended
and whether patented.		
Device		Patented
	(1) Yes	(2) 110
	(1) Yes	(2) tio
	(1) Yes	(2) No
Describe below the type of tests which you ha Type of Test	ve taken in circ.	Date Taken
Personnel Qualification Tests		Nov 1949
	*	
SEC. XI. PHYSICAL HANDICAPS	•	,
List any physical handicaps you may have.		
	·	
		·
EC. XII. OVERSEAS ASSIGNMENT		•
Are you willing to accept periodic tour of duty	overseas?	
(1) 2 year Tour y (2) 4 year Tour y (3)	Not interested	
		•
EC. XIII. WORK ASSIGNMENT		•
In view of your total experience and education,	, for what assignm	ent in CIA do
you think you are best qualified?		·
Operational or instructions disa C15	UNE-WE'E CLLEN	POLICE STREET
Updrational or instructions of the Car	O Merce a trate	
	·	

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EC. XIV, WILITARY STA	TUS		
Status			No
tree som remintered v	inder the Selective Servic	ce Act of 1948?Yes _x	-110.
li ves, indicate your	present draft classificati	on	!
		•	l
2. Present Reserve or I	National Guard Status		}
Des gene new have Rese	erve or National Guard S	tatus Yes X No.	!
If 723, complete the	following.		
1. National Guard		•	
Circlingal Cu	ard		·
2. Par Matthiat Ca	Status (member of organ	ized unit)	
4. Inactive Reserv	a Status	·	į
4. Mactive Reserv	Cotatus		
	Grade	Location	- 1
Service			
	tak mananth aftiliated	:	1
Reserve Unit with wh	nich currently aftiliated_	· · · · · · · · · · · · · · · · · · ·	
	A . A	,	
Service Mobilization	Assignment, if any		
<u>.</u>			
Location of Service F	(ecords, 11 known		
			·
EC. XY. CIA TRAINING		. takan while is the CIA	
List the training cou	rses or subjects you have	(from) Dates (to)	Hours
Course or Subject		(ITOIN) Dates (to)	
	<u> </u>		
EC. XVI. REMARKS	· .		
Ilse this space to ind	icate any other qualificat	tions you may have which the floor 13, 2010 or 16-8 Oct	you do La
cribe above	CONTRACTOR CONTRACTOR SERVICES	radio no national same and and a	1427
and seems to a seem to be seen	ode in Applied Paycology	imiginalogy, and imminal	
	- 15. (1) vesta experience	a in supervising an investi	Paulve
type laboratory	which specialized in docu	ument examination. Number	of
Samonal five	(5) Day (2) years expe	rience as Special Adent. Ci	Ca
) reason in CIII down literate	at rank, Pastor Cospuent,	
	J. M. B. C. C. C. C. C. C. C. C. C. C. C. C. C.	Frimancal MOS 130	//
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¥	Permits Information	777	

CERTIFICATE OF ATTENDANCE

I certify that on ______ I have attended the Agency Indoctrination Course specified by Regulation 25-1.

Meman & Samuel

FORM NO. DEC 1951 51-121

(6)

STANDARD FOR IS OF 18F YORD AUGUST 180 PROMILEGATED BY CAN ARROWS CONTROL BY AND ARROWS ARROWS ARROWS

APPOINTMENT AFFIDAVITS

IMPORTANT.—Before swearing to these attaches	d information for		and understand to
CIA			•
(farpartment or agency)	(Burea or division)	(Flace of emp	(o) meat)
I, Berman E. Kinsey	•••••	, do solemnly swear (o	er affirm) that
A. OATH OF OFFICE	•		•
I will support and defend the Const domestic; that I will bear true faith a without any mental reservation or purp duties of the office on which I am about	nd allegiance to the rose of evasion; th	he same; that I take t at I will well and fait!	his obligation free!
B. AFFIDAVIT AS TO SUBVERSIVE ACTIVIT	TY AND AFFILIATIO	N	
I am not a Communist or Fascist, that advocates the overthrow of the Gounconstitutional means or seeking by for Constitution of the United States. I deliberate a member of such organization Government.	vernment of the U ree or violence to to further swear (o	nited States by force deny other persons the or aftirm) I will not so	or violence or othe eir rights under the advocate, nor wi
C. AFFIDAVIT AS TO STRIKING AGAINST I am not engaged in any strike again so engage while an employee of the Government employee of the United States, and that I will not an organization.	ist the Governmen enument of the Un es that asserts the	it of the United States nited States; that I are a right to strike again	m not a member o st the Governmen
D. AFFIDAVIT AS TO PURCHASE AND SALI I have not paid, or offered or promis firm or corporation for the use of induen	ed to pay, any mor	ney or other thing of v	alue to any person
		ppointment.	
E. AFFIDAVIT AS TO DECLARATION OF AP The answers given in the Declaration correct.		on the reverse of this	form are true and
•	11. 11	1 /	•
23 March 1953 (Unite of entrance on duty)	Skrin	120 Canature of appointer)	age
		Ü	1
Subscribed and sworn before me this	23rd day of	arch	, A. D. 1953,
Washington D.C.			
(City)		(State)	
[SEAL]			
		16 & 16a	······
NOTE If the each is taken before a Nota	ty Public the date	of expiration of his co	ommission should

DECLARATION OF APPOINTEE

This form is to be compleded declaration will be grounds for	er candellation o	ែត;;;	otica	ity.	Answe or dism	r all qu Pasal af	estions. A ter appoint	ny fals ment.	e statem Imperse	ent in mitio	this i is a
criminal offense and will be p	breezh batrezen	ingly	ر سام	کرید کرد. مرتز مر	1-1-	huia	11-17		March 14	1.1	W
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INDICATE "YES" OR "NO" ANSWER E IN PROPER COLUMN	Y PLACING "X"	YES	Ю	ITEM Sea			TAILED ANSW				APPLY
L ARE YOU A CITIZEN OF OR DO YOU ON EALLEGISM.	to the united states.	χ					••••••••••••••••••••••••••••••••••••••	.			
ARE YOU AN OFFICIAL OR EMPLOYEE OF ANY STATE MURICIPALITY!		7	χ		· 		•	•••••			
DO YOU RECEIVE ANY ASSAULT FROM THE UNITE COMMAND ONLINEAR UNDER ANY RESIDENCE OF THE COMMAND OF THE WAY OF TH	o gratis on Lettect of act on any person on events. amon for estimates, seems of voluntary service; amount of ant ect; and rating.		X								
SINCE YOU FILED APPLICATION SIZE IN SINT IN BIT IN DECEMBER OF COPICIO TO SERVER, FOR FACTORY SERVICE FROM ANY POSITION. If your answer is "Yes", five in Item 10 to descriptoyer, date and seems in each co	MINUAGENT OR UNIATIS		X							••••••	
HAVE YOURFIN ARPESTED (NOT INCLUDING T WHICH YOU WERE THED BY COLLEGE, ON FOOTHI LLSS) SINCE YOU FILLD APPLICATION RESULTING If your answer is "Yea", first all such of Green neach rase (1) The date, (1) the or wolstion; (3) the name and levation penalty invisited, if any, or other day if appointed, your ingerprints will be	ED COLLA THIS DE ISSUE IN THIS APPLIES SUBSESSED neure of the obsesse of the court, (e) the resulting of the Case.		χ								
	MCTRHCTI	ONS	TO	APPOI	HTING	OFFICER					

14-00000

PPOINTING OFFICER

(7) Ase will definite ear limits have becarestablished for the position, it should be determined that sould can it and outside the age range for amountment. Until such factorisment on a mode, the appointment new not be constructed in 10. Officerooking The appointing officer is responsible for observing the discrepancy processes of (1) the Civil Service Rules and (1) appropriation in the Form 61 constitutes an officerity for both purposes and is a expectation in the approximation in the approximation with the subsequent of conflicting evidence. In should discretely approximate should not be commission.

(4) Members of Family—Service Commission.

(4) Members of Family—Service Commission.

(4) Members of Family—Service Commission.

(4) It is a subsequent exponention of the Civil Service Act provides that whenever trees are directly two or more members of a family set of the family—Service of the Civil Service Act provides that whenever trees are directly two or more members of a family set on the competition of the civil approximation to the competition and the competition of the civil approximation for the civil of the civil approximation of the civil approximation of the civil and provided profession as the part of the civil carried to the approximation of the civil approximatio

STANDARD FORM 144 - Januar City & S. Cotta Standar Connession FOR Countries Standars (Connession Connession TATEMENT OF PRIOR F	EDERAL AND MILITARY	SERVICE			
IMPORTANT: The information on for reduction in to through IV.	this form will be used in detects proc. The employee should co	staing creditable service for long	en purposes and retention credi		
, ,	PART II.—THIS COLUMN IS FOR PERSONNEL OFFICE US				
NAME (Last, Bret, middle initial)		Z. DATE OF BIRTH	3. RETENTION GROUP		
Kimicas Hora	La E	11 0- 100	/		
EXET THE FOLLOWING INFORMATION CON	CERRONG AU, FEDERAL AND DISTRIC	T OF COLUMBIA SLAVICE YOU HAVE	17. CT STATUS (For permane, employees only)		
THOR TO FOUR PROJECT APPOINTMENTS	(100 not rectude muntary weeks)	The state of the s	TYIS NO		
RAYS, AND LOCATION OF AGENCY	YLAR MONTH DAY CTA	TO-	II, SOWICE		
1.S. Forest Service	Very Jose /	E MOSTH BATO AS ANDAH	YEAR NORTH TAY		
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is Forest Service	(1941 1834 287)	15 1/15-4	CA -03 11 24		
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CIA	53 may 23				
CIA	33 1/400 23				
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LIST PERIODS OF SERVICE IN ANY BRANCH SERVICE, WRITE "NORE,"	OF THE ARMED FORCES OF THE UNIT	TEO STATES, IF YOU HAD NO MILITA	Er SUP GOS LO		
	FROM—	TD	- 67-1		
BRANCIE	YEAR MONTH DAY YELE		n		
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	1930 Han 3115	4///ar 201 Apro	3 2 18		
CURING PERIODS OF EMPLOYMENT SHOWN BITHOUT PAY, INCLUDING PERIODS OF MERC	THAN I MARINE SERVICE, DURING ANY	u. CF mode than 6 months arcene CNE Calendar year? [Ziyyes [7] n	CE 12 TOTAL SERVICE 30		
F ANSWER IS TYES." LIST FOLLOWING INFO	RMATION.	. <u> </u>	13. NONCREDITABLE SERVICE		
(LWOP, Furl, Suep, AWOL, Mer Ma	FROM-	to total	(Leave purposes only):		
	YIAH HONTH DAY 1230	ATAY TEAKS WHITE DE			
European net			14. NONCREDITABLE SERVICE (KIF purposes only):		
CRING THE FEOD AL SCRUICE LISTED IN IT			-		
] 155 [] 46	15. REEMPLOYMENT RIGHTS				
(If answer is "Yes," in what ag	TYPS NO				
₹ You:	SETENTION RIGHTS				
A THE WIFE OF A DISABLED VETERANT	TES MO				
3. THE MOTHUR OF A DECEASED OR DISABLED VI	<u>_</u> /	. 11	17. EXPIRATION DATE OF RETEN- TION RIGHTS		
C. THE CHECKARPIED WICHOW OF A VETERANT					
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NOTE: If eath is taken before a Notary Public, the date of expiration of his Commission should be shown.

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PART III.--DETERMINING CREDITABLE SERVICE AND SERVICE COMPUTATION DATE FOR LEAVE PURPOSES

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CONFIDENTIAL ROPERTY INDUSTRATION SECURITY APPROVAL

Date: 6 Feb. 1953

TO: Chief, Covert Fersonnel Division

Your Reference:

I-2594

FROM: Chief, Security Division

Case Number:

71129

SUBJECT KIMSEY, Hersan Edward

This is to advise you of security action in the subject case as indicated bolow:

Security approval to granted the subject person for access to classified information.

Provisional clearance for full duty with CIA is granted under the provisions of Paragraph D of Regulation 18-9 which provides for a temporary appointment pending completion of full security investigation.

The Director of Central Intelligence has granted a provisional elearance for full duty with CIA under the provisions of paragraph H of Regulation

2. Unless the subject person enters on duty within 60 days from the above date, this approval becomes invalid.

3. Subject is to be polygraphed as part of the E.O.D. procedures.

CONFIDENTIAL

FORM NO. 38-101

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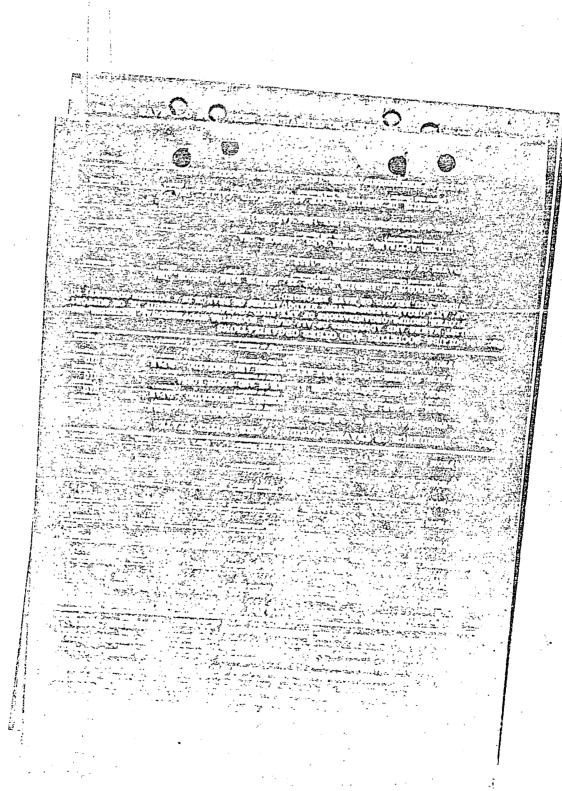
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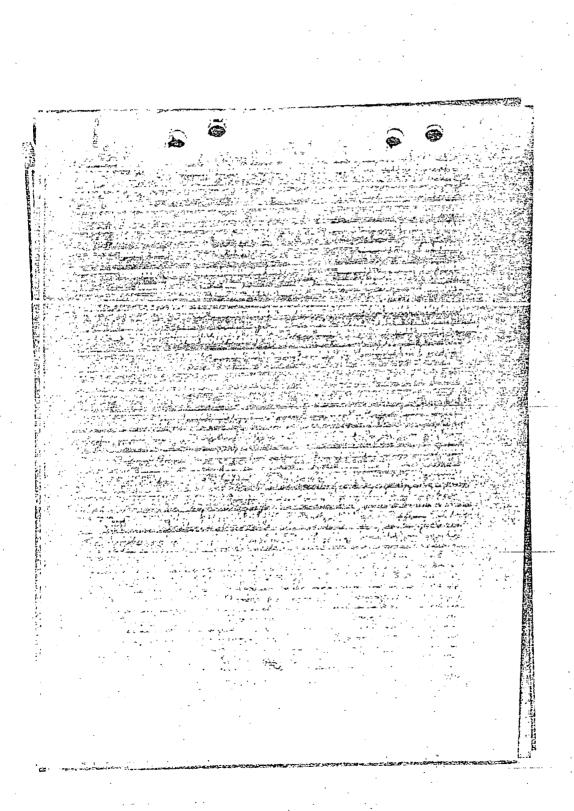
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ST. LOUIS, MO.

DATE

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